

**Meeting of the Public Service Pay Commission**  
**16<sup>th</sup> January 2018 at 8.30am, St. Stephen's Green House.**

**In attendance**

Mr. Kevin Duffy (Chair)

Ms. Marian Corcoran

Mr. Ultan Courtney

Mr. Noel Dowling

Mr. Michael Kelly

Mr. Seán Lyons

Mr. Peter McLoone

Ms. Susan McKiernan (Acting Secretary)

Mr. Tony Cleary (Secretariat)

Mr. Evan Coady (Secretariat)

Ms. Angelena Hollingsworth (Secretariat)

Mr. James Maher (Secretariat)

Ms. Karen Murphy (Secretariat)

Mr. Turlough O'Brien (Secretariat)

Mr. Stephen Owens (Secretariat)

The minutes of the previous meeting were agreed. The Secretariat provided an update on the survey/interview RFT, with the deadline for bids being noon on the 16<sup>th</sup> January. The Secretariat also provided an update on staff representative submissions, with extensions given to the Defence Forces staff representative associations until 22<sup>nd</sup> February. The Commission discussed the approach to the analysis of submissions received from staff representative associations. The Commission agreed that there was a need for a clear set of criteria to identify if a submission has demonstrated that there are recruitment and/or retention difficulties for a particular grade. The Secretariat agreed to further develop the cover sheets, summarising the key issues and assessing the staff submissions against the relevant criteria. The Commission spoke about the need to have the employer data in order to confirm if there is sufficient evidence to support the assertions made in the staff submissions.

The Commission agreed that there should be an early meeting with the Public Services Committee of ICTU and officials from the RIRP division of DPER, in order to clarify issues regarding the modular approach to Phase 2 and to reiterate that the submissions relating to the module 1 grades are the priority. The Secretariat agreed to arrange this meeting with ICTU and DPER for the next scheduled Commission meeting.

The Secretariat raised the INMO's request for a meeting with the Commission. The Commission discussed the approach to meeting with staff representative associations during Phase 2. It was agreed that the most appropriate time to meet with staff representatives, if required at all, would be after the data collection and survey research were concluded. The Secretariat agreed to respond to the INMO's request accordingly.


The Secretariat provided an update on the employer data returns and on the meeting between the Secretariat and Directors of Nursing/Midwifery from different specialties and geographic areas. The Acting Secretary updated the Commission in respect of the data received from the

supply organisations and regulatory bodies in the health sector. The Secretariat agreed to draft a working paper on the supply data for the next Commission meeting.

The Acting Secretary provided an update on the international pay RFT. The OGP have approved a mini-competition, with the tender process expected to be completed by mid-February. The Commission agreed to meet next on 6<sup>th</sup> February.

**Action points**

- Develop matrix/criteria for acceptance, and subsequent analysis, of submissions.
- Arrange meeting with DPER and Public Services Committee of ICTU.
- Secretariat to respond to INMO request for meeting.
- Draft working paper on supply data for next meeting.

  
6<sup>th</sup> February 2018